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DATE PREPARED: April 01, 2014
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LB 485

Revision: 02

Revised to provide update information

FISCAL NOTE
LEGISLATIVE FISCAL ANALYST ESTIMATE

ESTIMATE OF FISCAL IMPACT – STATE AGENCIES (See narrative for political subdivision estimates)				
	FY 2014-15		FY 2015-16	
	EXPENDITURES	REVENUE	EXPENDITURES	REVENUE
GENERAL FUNDS	64,721		42,221	
CASH FUNDS				
FEDERAL FUNDS			20,000	30,600
OTHER FUNDS				
TOTAL FUNDS	64,721		62,221	30,600

Any Fiscal Notes received from state agencies and political subdivisions are attached following the Legislative Fiscal Analyst Estimate.

This bill prohibits discrimination based on sexual orientation. Enforcement would be through the Equal Opportunity Commission.

An additional 60 to 80 cases a year are anticipated to be filed which is the standard caseload of an investigator. The cost is \$64,721 in FY 15 and \$62,221 (\$42,221 GF and \$20,000 FF) in FY 16.

Cases that are dual-filed with the federal government are eligible for federal funds. Up to \$30,600 could be generated each year at the case rate currently being paid. However, the contract for FY 14 has not been signed, and the contract rate is unknown at this time, so federal revenue may be less. Due to cash flow the general fund offset is not assumed until FY 16.

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2014

LB⁽¹⁾ 485

FISCAL NOTE

State Agency OR Political Subdivision Name: ⁽²⁾

Equal Opportunity Commission

Prepared by: ⁽³⁾ Kathy Bogenreif

Date Prepared: ⁽⁴⁾ 4-1-14

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ESTIMATE PROVIDED BY STATE AGENCY OR POLITICAL SUBDIVISION

	<u>FY 2014-15</u>		<u>FY 2015-16</u>	
	<u>EXPENDITURES</u>	<u>REVENUE</u>	<u>EXPENDITURES</u>	<u>REVENUE</u>
GENERAL FUNDS	<u>64,721</u>	<u></u>	<u>42,221</u>	<u></u>
CASH FUNDS	<u></u>	<u></u>	<u></u>	<u></u>
FEDERAL FUNDS	<u></u>	<u>0</u>	<u>20,000</u>	<u>33,150</u>
OTHER FUNDS	<u></u>	<u></u>	<u></u>	<u></u>
TOTAL FUNDS	<u>64,721</u>	<u>0</u>	<u>62,221</u>	<u>33,150</u>

Explanation of Estimate:

With sexual orientation added to the Fair Employment Practice Act we estimate an additional 60 to 80 cases will be filed each year. This would require the addition of one EOC Investigator II in order for the agency to keep up with the additional backlog. There would be no added cost for office space since we could find enough room in our current space allocation for one person, but we would incur additional expenses for the purchase of a computer, and the monthly costs for email & computer access, telephone and postage. The costs the first year include \$1,000 for reprinting of the law booklet and the revised rules and regulations. The benefit costs include the cost for family health insurance.

The EEOC revenue is figured on the completion of 60 dual-filed cases (at 85%) which is based on our FY 12-13 contract with EEOC since the FY 13-14 contract has not yet been received. The EEOC contract is determined based on the number of dual-filed cases completed during the previous fiscal year. So the agency would see no additional federal funds until the second year of implementation. There is no guarantee that EEOC will have additional funds to distribute to Title VII agencies for dual-filed cases.

BREAKDOWN BY MAJOR OBJECTS OF EXPENDITURE

Personal Services:

<u>POSITION TITLE</u>	<u>NUMBER OF POSITIONS</u>		<u>2014-15</u>	<u>2015-16</u>
	<u>14-15</u>	<u>15-16</u>	<u>EXPENDITURES</u>	<u>EXPENDITURES</u>
EOC Investigator II	<u>1.0</u>	<u>1.0</u>	<u>38,180</u>	<u>38,180</u>
Benefits.....			<u>22,595</u>	<u>22,595</u>
Operating.....			<u>1,946</u>	<u>946</u>
Travel.....			<u>500</u>	<u>500</u>
Capital outlay.....			<u>1,500</u>	<u></u>
Aid.....			<u></u>	<u></u>
Capital improvements.....			<u></u>	<u></u>
TOTAL.....			<u>64,721</u>	<u>62,221</u>